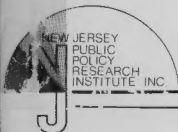


BLACKS I N NEW JERSEY : 1981 REPORT



BLACKS IN NEW JERSEY:

1981 REPORT

A report on the state of the black community published by the
NEW JERSEY PUBLIC POLICY RESEARCH INSTITUTE

Introduction

This is the second annual report to the black community in New Jersey on the state of our community and critical public policy issues which confront us. The first report was issued last year by the Legislative Black Caucus. We recognize that if we are to move forward we must periodically take stock of our progress, assess our own effectiveness and the responsiveness of government and strategically look forward to the challenges and opportunities ahead. In each section of this report, our principal contributors have attempted to make this kind of appraisal.

The year 1980 has not been a year of progress for blacks in New Jersey. While 1980 saw the beginnings of movement toward urban economic revitalization, boosted by progressive State and local government action and new private sector interest, in almost every other area, the position of the black community suffered continued deterioration. Unemployment among non-whites in the last quarter of 1980 increased to 14.8 percent from 11.3 percent in the last quarter of 1979. Unemployment among black teenagers aged 18-19 increased dramatically to 53.2 percent compared with 31.3 percent at the close of 1979. State and local government action on affirmative action has been disgracefully slow. State government and private sector efforts to aid minority business development have been almost non-existent and there is no effective organized effort within the black community to promote minority economic development. There is a real danger that blacks will not benefit or participate as full partners in any urban reinvestment which may take place.

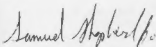
The year 1980 saw continued deterioration of the social fabric of our community. The disparity in fiscal resources among school districts continued to increase, bringing the State's "thorough and efficient" education financing program under new legal challenge. While there are some urban education successes, in general, the colleges and universities have shown close to zero growth (actual increase = .0 percent). The economic, social and psychological pressures of urban poverty continue to sap the strength of black families as does our dependence on a network of uncoordinated social welfare programs. And finally, we continue to be doubly victimized by increasing crime rates and an ineffective state and county corrections system which returns ex-offenders to our communities with little preparation to lead productive lives.

In our look towards the balance of 1981 and on into 1982, we have outlined a number of issues that challenge our community. The outlook for 1981-82 is clouded by the potentially devastating effects of proposed federal policy changes and budget reductions which affect virtually every area of policy vital to blacks. Given grim data on our condition in 1980, the loss of federal resources needed by the black community is critical. We must lobby to modify aspects of the proposed policies and work for alternative ways to provide certain services. Of particular concern are reductions in Medicaid, social service funds, CETA and community and economic development funding.

Despite the importance of federal policy and funds, however, it will be particularly important in 1981 and 1982 that we act as a State-wide black constituency to address State level policies. Proposed federal block grants for education, health and social services will give the State new flexibility and influence to shape these programs to New Jersey needs. Tax policy, access to and financing of higher education, policy toward minority business and contractors, effective coordination of our colleges, vocational schools and job training programs, productive policies towards juvenile and adult offenders -- all of these fall within the State's purview. Also important, is the role of the State in providing leadership and financial incentive to stimulate local government and private investment in cities and in the human resources, which abound within our communities.

Progress on any of these fronts, however, will require persistent effort within our community to put forth new and realistic proposals, pressure State and local officials, including black elected officials, and, where appropriate, develop our community by providing information, goods and services.

This report is addressed to black elected and appointed officials, the Governor, his staff and cabinet, State legislators, and local leaders. First and foremost, however, this report is addressed to the black citizens of New Jersey. We hope this report provides a useful starting point for action on public policy issues of concern to blacks in 1981 and into 1982.



Samuel Shepherd, Jr.
Editor and Project Coordinator
July 1, 1981

Profile of the Black Community 1981

Overview

According to the U.S. Census Bureau, there were 925,000 black New Jerseyans in 1980: 12% of the total State population of 7.4 million. The black population increased by 156,785 from 1970 when it constituted 11% of the State population. Census data show blacks continue to be concentrated in urban areas.

Our data for 1980 show some unfavorable trends in the status of blacks as compared with 1979. Unemployment has increased. Higher education enrollment has not increased. Moreover, blacks do not participate in New Jersey's social and economic mainstream in proportion to their numbers in the population. Blacks are notably over represented on indices which reflect social and economic disadvantage. While we are 12% of the total population, we represent 42% of those eligible (due to inadequate income) for medical assistance through the Medicaid program, 49% of those receiving aid to families with dependent children assistance (federal welfare) and 60% of the correctional institution population.



Blacks were 12% of State population in 1980. There were 925,000 black New Jerseyans in 1980.



Blacks were 60% of all correctional institution inmates in 1980. Black inmates totalled 3801.



Blacks were 49% of all welfare (AFDC) recipients in 1980. There were 219,000 black recipients.



Blacks were 42% of all Medicaid eligible in 1980. 209,000 blacks were eligible for Medicaid.



Blacks were about 24% of all unemployed in 1980. Total non-white unemployed equally 54,000.

Population Growth

The State's black population increased by 20% from 770,000 in 1970 to 925,000 in 1980. Blacks are concentrated in urban counties notably Essex, Union, Camden, Hudson, Mercer and Passaic. Essex and Union counties showed the greatest growth in absolute numbers with Camden and Burlington also showing significant growth. The median rate of growth was 17.9%. The more suburban/rural counties of Ocean, Somerset and Monmouth, in addition to Burlington,

1980 Black Population Change from 1970 by County

County	1980 Black Population	Change from 1970	% Change from 1970
Atlantic	34,133	+ 3,730	12.3
Bergen	33,043	+ 8,128	32.6
Burlington	45,471	+ 17,309	61.5
Camden	67,232	+ 14,914	28.5
Cape May	5,157	+ 385	8.07
Cumberland	19,868	+ 3,302	19.9
Essex	316,166	+ 37,030	13.3
Gloucester	16,936	+ 2,492	17.3
Hudson	70,050	+ 8,955	14.7
Hunterdon	1,123	+ 43	3.7
Mercer	55,545	+ 5,743	11.5
Middlesex	35,768	+ 9,701	37.2
Monmouth	42,985	+ 4,710	12.3
Morris	10,017	+ 34	18.1
Ocean	9,439	+ 3,178	50.8
Passaic	59,166	+ 8,967	17.9
Salem	9,744	+ 511	5.5
Somerset	10,123	+ 2,957	39.9
Sussex	680	+ 369	118.7
Union	81,207	+ 20,484	33.7
Warren	933	+ 123	15.2

also showed surprisingly strong growth.

The population of blacks in the various counties varies substantially from 1% in Warren to 37% in Essex. The median percentage is 12.5%. As might be expected, urbanized counties have higher proportions of blacks. Several suburban and rural counties, however, show surprisingly high percentages; particularly Atlantic (18%), Cumberland (15%), Gloucester (12.6%), and Salem (15%).

Proportion of Black Population 1980
by County

<u>County</u>	<u>1980 % Black</u>
Atlantic	18.0
Bergen	4.0
Burlington	12.5
Camden	14.0
Cape May	6.0
Cumberland	15.0
Essex	37.0
Gloucester	12.6
Hudson	12.6
Hunterdon	1.3
Mercer	18.0
Middlesex	6.0
Monmouth	8.5
Morris	2.5
Ocean	2.7
Passaic	13.0
Salem	15.0
Somerset	5.0
Sussex	.06
Union	16.0
Warren	1.0

Geographical Distribution

Although the black population is well distributed throughout the state's rural and suburban areas, the majority of blacks primarily reside in urban centers with populations above 30,000 persons. About 78% (728,000) of the black population is concentrated in 34 of the State's 567 municipalities. These same cities account for 19.2% of the total state white population.

The following table lists 34 municipalities which have black populations that range from a low of 14% (Lakewood) to a high of 83.5% (East Orange) and total populations that range from 4,192 (Wildwood) to 329,000 (Newark). These municipalities include rural, suburban, and urban areas, however, most of them are urban centers.

1980 Black Population in 34 Selected New Jersey Municipalities*

City	1980 Pop.	Black (1980)	% Black
Newark	329,248	191,743	58.2
Camden	84,910	45,008	53.0
Jersey City	223,532	61,954	27.7
Paterson	137,970	47,091	34.1
Trenton	92,124	41,860	45.4
Asbury Park	17,015	8,535	50.1
Passaic	52,463	10,364	19.8
Bridgeton	18,795	6,500	34.6
Atlantic City	40,199	20,029	49.8
Elizabeth	106,201	19,289	18.1
New Brunswick	41,442	11,811	28.5
East Orange	77,025	64,354	83.5
Wildwood	4,913	1,051	21.4
Plainfield	45,555	27,420	60.2
Long Branch	29,819	6,014	20.2
Woodbury	10,353	1,753	16.9
Red Bank	12,031	3,101	25.8
Hackensack	36,039	7,497	20.8
Morristown	16,614	4,145	24.9
Englewood	23,701	9,629	40.6
Tesneck Township	39,007	9,184	23.5
Pleasantville City	13,435	6,712	49.9
Pemberton Township	29,720	5,984	20.1
Willingboro	39,912	15,102	37.8
Irvington	61,493	23,397	38.0
Montclair	38,321	11,057	28.8
Orange City	31,136	17,840	57.2
Piscataway Township	42,223	6,162	14.5
Neptune Township	28,366	9,242	32.5
Lakewood Township	38,464	5,406	14.0
Franklin Township	31,358	7,028	22.4
Hillside Township	21,440	6,381	29.7
Linden City	37,836	6,247	16.5
Roselle Park	20,641	5,743	27.8

HIGHER EDUCATION

Medicaid and Welfare

(Aid to Families with Dependent Children)

Due to limited economic resources in 1980, 28 percent of New Jersey's black population received assistance through the Medicaid Program. To be eligible for Medicaid, a family of four must have a net income of less than \$5,000 per year. There were 269,000 blacks (29% of the black population) compared to 236,000 whites (4% of the white population) who are eligible for Medicaid in 1980.

All recipients of Aid to Families with Dependent Children (AFDC) are categorically eligible for Medicaid. Although studies indicated that nationally the majority of AFDC recipients are white, in New Jersey, the vast majority of AFDC recipients are black. There were 446,000 recipients in the state's AFDC program; 27.5 percent white (122,540) and 49.2 percent black (219,742).

State Government Employment

In 1980, 21.7 percent of the New Jersey State government work force was black, a rate that approaches twice the black proportion of population. However, further analysis reveals that 83 percent of black state government employees were concentrated in lower paying jobs and make less than \$16,000 per year, while only 56 percent of white government workers are in this category. In contrast, blacks were dramatically under represented in higher paying jobs. About 10 percent of the total state work force consisted of professionals earning in excess of \$25,000 per year. Of this 10 percent, about 9 percent were white while only 0.5 percent (one half of one percent) were black. Finally, black males were seriously underrepresented in the state labor force. Only about 7.2 percent of all state workers were black males compared to 40.8 percent who were white males.

The status of black students in New Jersey's higher education system in 1980 was not much changed from the prior year. Three disturbing aspects of the black enrollment pattern evident in 1979 -- underrepresentation in the system, inadequate access to professional education, and concentration of blacks at community colleges as opposed to four-year institutions -- persisted in 1980 and are cause for concern.

In the fall of 1980, black students constituted 11.8% of total college enrollment, less than our proportion in the total State population. Moreover, this figure represented only a one-tenth of one percent (.1%) increase over fall of 1979 indicating that our access to higher education opportunity is not expanding.

The community college sector continued to enroll almost 40% of all black full-time undergraduate students. In fact, the degree of concentration increased. Black community college enrollment growth from 38.7% in 1979 to 39.5% in 1980. The indications are that access to advanced educational opportunity is declining.

To underscore the latter point, note that black enrollment at the New Jersey College of Medicine and Dentistry and the New Jersey Institute of Technology increased by about 1% between 1979 and 1980 even though overall enrollment growth at those institutions was 3.1%. Access to these areas of higher education is expanding at a slower pace for blacks than for the general population.

EMPLOYMENT

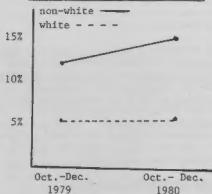
The employment status of non-whites in New Jersey worsened in 1980 as unemployment in the last quarter of the year rose. Moreover, although the unemployment rate for whites increased, the increase among non-whites was three times greater.

During the last quarter of 1980, the New Jersey civilian labor force (which includes the employed and those seeking jobs but unemployed) totalled 3,578,000 people of which 13% or 257,000 were non-white. Unemployment among non-whites in the last quarter of 1980 was 14.8%, a 31% increase over the unemployment in the last quarter of 1979 (11.3%). White unemployment in the last quarter of 1980 increased by only 9% over the last quarter of 1979 growing from 5.5% in 1979 to 6.0% in 1980.

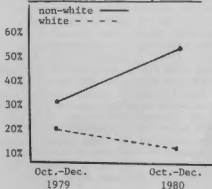
Further, the ratio of non-white unemployment to white unemployment increased in 1980 over 1979. In 1979, the non-white unemployment rate of 11.3% was roughly 200% or twice the white rate. In 1980, however, the non-white unemployment level was roughly 240%, significantly more than double the white unemployment level.

The unemployment trend from 1979 to 1980 is even more frightening for non-white youths as compared to white youths. Again, comparing data for the last quarters of the two years for youths ages 18-19, white youth unemployment went down from 19.6% in 1979 to 14.8% in 1980 while unemployment among non-white youngsters went up by a dramatic 70% from 31.6% in 1979 to 53.5% in 1980.

Total Unemployment in the
Last Quarters of 1979, 1980



Unemployment of 18-19 Year Olds,
Last Quarter of 1979, 1980



1980 in Review

URBAN ECONOMIC REVITALIZATION

In its 1980 report, the Legislative Black Caucus recommended the following actions regarding urban economic revitalization:

- . Develop strategies to rebuild urban port districts and parklands.
- . Establish policies to target state capital funds to cities.
- . Examine the overall effect of state fiscal and economic aid to cities; tax abatement, tax exemption, and the need for a more progressive income tax.

Some progress has been made. Governor Byrne, in his Seventh Annual Message to the Legislature states:

"We have...reallocated utility gross receipts tax revenues to distressed cities...We have stopped the flight of State offices from Trenton and Newark and begun a major building program to strengthen the downtowns of these cities. We have become one of the only states to target major economic development financing programs to distressed cities, last year issuing \$200 million in tax-exempt financing for projects in distressed cities and towns, a 144 percent increase over the prior year. We are building industrial parks in Newark, Elizabeth and Trenton, using limited State funds to attract some \$45 million in private investment...We have built a strong base for more dramatic improvement in future years."

In addition, the New Jersey Economic Development Authority, through its Urban Real Estate Department has shown that it is possible to redevelop urban land for industrial use; the creation of a State Building Authority will spur state office building construction in distressed cities. Modifications to the distribution formula of the Gross Receipts Tax provide for a more equitable sharing of this revenue.

The Governor, in his "State of the State" message has called on the Legislature to consider additional initiatives on behalf of urban areas including state assistance to capital projects which can spur private investment in urban areas, review of the local property tax as a means of financing certain services, a review of the tax abatement program, and development of a comprehensive housing strategy. In addition, Senator Merlino has introduced, with the Governor's support, a package of bills which provide funds from a new Community Development Bond Act for loans and grants to local development agencies through the New Jersey Economic Development Authority.

EDUCATION

As this summary indicates, little progress was made in 1980 on the education issues and recommendations contained in the 1980 State of the Black Community Report.

Recommendation: Elimination of fiscal inequities among local school districts.

Response: New Jersey has continued school funding under thorough and efficient laws which have allowed inequities to continue and increase.

Recommendation: Adopt safeguards to assure that school classifications are not stigmatizing.

Response: Schools classification program implemented with published school ratings and without anti-stigmatization safeguards.

Recommendation: Establish a mandatory teacher-accountability requirement as part of the minimum basic skills program.

Response: Program was implemented without teacher accountability requirement.

Recommendation: Development of new programs to involve parents in schools and give them a meaningful "say" and responsibility.

Response: Parent and community involvement in public schools declined for most existing programs, no new program for upgrading involvement has been proposed.

Recommendation: Monitor effect of school budget spending limits to accomodate increases in costs which may require increased school funding.

Response: Restraints imposed by CAP's have been allowed to continue inflation factors escalate, causing severe hardships to local school funding sources.

EMPLOYMENT

The 1980 report on the black community made the following recommendations for action to improve employment opportunity for blacks:

- The Governor should vigorously enforce Executive Orders No. 14 and No. 61 which provide for setting goals and timetables for minority hiring in State departments.
- The State must adopt policies to make suburban jobs accessible to blacks.
- Local governments should pursue affirmative action, particularly regarding police and fire departments.
- The Governor should exert leadership to encourage private sector job and training programs for the disadvantaged.

The year 1980 saw the following responses to employment issues:

State Employment

- The State Division of Equal Opportunity and Affirmative Action was created in 1980 to provide a vehicle to coordinate affirmative action policies. At present, reports show that while minorities are 21.7% of the State workforce they are concentrated in lower level jobs.

Local Government

- . In May, 1980, the courts placed 12 municipalities under court ordered hiring goals for police and fire forces.
- . The Civil Service Reform Act (A 1855) was introduced in the Legislature. One of its provisions would extend the jurisdiction of the State Division of Equal Opportunity and Affirmative Action to local governments.

Private Sector/Suburban Job Opportunity

- . While some initiatives have been made to encourage private sector hiring of minorities, there has been no significant effort in the area of suburban job opportunity. Overall progress on both issues has been meager.

HEALTH CARE

The following summarizes recommendations contained in the 1980 report on the status of the black community and action or lack of action on those recommendations:

Recommendation: Enactment of programs to provide health care for the medically needy.
Response: State of New Jersey has not enacted a medically needy program.

Recommendation: Licensing of health care extenders including nurse practitioners, physician's assistants and nurse midwives.

Response: To date, only nurse midwives are licensed to practice in New Jersey. However, they must be under the supervision of a physician.

Recommendation: Establishment of training programs for treating sexually transmitted illnesses.

Response: The Department of Health has initiated a limited seminar series for public health officials.

Recommendation: Establishment of a program to provide technical assistance, financial support, and evaluation of local health departments.

Response: No ongoing program exists. Assistance is provided only upon request.

Recommendation: Passage of legislation that provides for the coordination of services for the elderly, disabled, and mentally handicapped.

Response: No legislation has been passed.

Recommendation: Adoption of regulations providing for regulation of facilities that house the elderly, disabled and mentally handicapped.

Response: The Governor signed into law the Rooming and Boarding House Act of 1979, which strengthens regulation of such facilities.

HIGHER EDUCATION

Blacks in Major Administrative Positions

Related to the issue of an effective affirmative action program, is the issue of the under representation of blacks in significant administrative positions within the higher education system in the state. It is again recommended that the Department of Higher Education take a more active and substantive role in assuring that blacks are identified for major administrative positions in the higher education community.

Equal Opportunity

The Board of Higher Education has adopted a master plan for the 1980's which includes statements reaffirming its commitment to equity and equal opportunity.

Minority Graduate and Professional Education

The Department of Higher Education has developed programs designed to attract minority students to graduate and professional studies in the areas of business, health professions, law and engineering.

Financial Support of County Colleges

The Legislature has not enacted Senate Bill 219 which provides for increased state financial support for the county colleges.

MINORITY BUSINESS DEVELOPMENT

The year 1980 will not be viewed as a year during which major strides were made towards the increased development of minority business in New Jersey. While it is evident, as stated in a recent report issued by the New Jersey Department of the Public Advocate, that "minority business enterprises (MBE's) do not reflect a fair proportion of business activity in New Jersey, either by their absolute numbers or share of gross receipts...", it is equally clear that no leadership has been forthcoming from the Governor's Office to correct this inequity.

In their report, Blacks in New Jersey: 1980, the New Jersey Black Legislators cited a number of recommendations directed towards minority business enterprise:

1. Establish a uniform definition of minority business applicable to all State procurement contracts.
2. Establish mandatory goals for all State procurements and grants to localities and public and private institutions on a contract-by contract or agency-wide basis for minority owned businesses.
3. Sign Senate Bill 3191 and Assembly Bill 3244 to permit the State to waive the bonding requirements for construction of public projects and purchasing of materials.
4. Expand loan and loan guarantee programs available to minority businesses.
5. Enact Senate Bill #51 authorizing the New Jersey Commission on Capital Budget and Planning to set aside for bidding, by minority enterprises, designated projects or portions of projects.
6. Vigorously implement and enforce P.L. 1979, Chapter 266 which amended P.L. 1945, Chapter 169, the Law Against Discrimination. Further, develop regulations to ensure the utilization of small and minority business in subcontracting activity.

7. Passage of Senate Bills 874 and 416 which would create a Department of Commerce and Economic Development and an Office of Small Business Assistance

Of these recommendations, only two were acted upon -- the signing of Senate Bill 3191 and Assembly Bill 3244 permitting the State to waive bonding requirements for public project construction and material purchasing and the creation of a Department of Commerce and Economic Development and an Office of Small Business Assistance. Further, the Governor, in his Annual Message, did not address the issue of developing minority businesses nor did he make it one of the State's priorities for 1981. The indictment is clear.

SOCIAL WELFARE

The primary social welfare concern addressed in last year's report centered on the fiscal pressures on local governments to reduce social programs because of their cost. The report called for a reevaluation of services focusing on gaps in services to the aged and the increased number of female headed households and working mothers. Recommendations included: (1) equalizing welfare costs borne by county and municipal governments; (2) supplementing funding and accountability for early childhood education programs; (3) increasing recreational and job opportunities for youth; (4) placing juvenile crime prevention programs upon equal fiscal footing with juvenile rehabilitation and incarceration programs; (5) reducing the number of teenage pregnancies; and, (6) studying the impact of state and federal regulations and unemployment on the stability of the family.

The most substantial activity that has occurred in these six areas is the development of legislation at the initiation of Governor Byrne, to equalize county welfare burdens. This is an important step by the State to ease the cost of social service programs on local government. In addition, Assembly Bill 1208 was introduced. The bill, presently in Committee would raise the State's share of General Assistance costs from 85 percent to 90 percent.

State of the Black Community-1981

URBAN ECONOMIC REVITALIZATION

The State of the Black Community in 1981

In the past year, the State has begun several initiatives which will promote urban economic revitalization. Several New Jersey cities have made important strides towards economic resurgence. Yet, this progress appears likely to be undercut by new federal policies.

The Reagan Administration is committed to significantly reducing the size of the federal budget by eliminating or reducing a number of federally supported domestic programs. Programs that have been instrumental in assisting urban economic development activity have not been spared. It is generally conceded that the current federal policy shift toward providing less financial aid for domestic social and economic programs, including urban economic development programs, will be continued in the foreseeable future.

The Reagan Administration has proposed nearly total elimination of the Economic Development Administration in Fiscal Year 1982 and merger of the Urban Development Block Grant Program with the Community Development Block Grant, cutting the amount of money available through the two programs by approximately \$470 million in Fiscal Year 1982.

The Administration appears willing to support a new program of assistance to urban areas, vis-a-vis the Kemp-Garcia Urban Jobs and Enterprise Zone proposal. But urban economic development advocates should be cautious in their commitment to the proposal for at least two reasons: (1) the attention focused on this "proposal" may detract attention from "existing" federal subsidy programs that are proven successes but are threatened by budget cuts; and (2) the politics of translating the proposal into law may result in a program that is far removed from what many of its current supporters envision.

New Jersey State government need not constrain its commitment to action on behalf of distressed places by the federal government's retrenchment in this area. We recognize, however, that in today's political climate it is difficult for any level of government to undertake bold, new large-scale programs to advance domestic social or economic purposes. On the other hand, we do believe that now is not the time to back away from the effort so recently begun.

Agenda for 1981-82

The New Jersey Economic Development Administration (EDA) should continue and expand its program of targeted assistance to distressed cities. The year 1980 was the first full year of operation of this program designed to achieve a better economic balance within the state. The Urban Real Estate Department activities should also be extended to further industrial redevelopment in as many distressed cities as possible.

This year we call again for the executive and legislative leadership of the State of New Jersey to review the State Income Tax. Our current 2- 2½ percent tax is insufficiently progressive. Most New Jerseyans now recognize this fact and only fear of unknown political consequences precludes our elected state officials from acting to correct this deficiency in the program. Our cities would benefit greatly from a more progressive State Income Tax and so, we believe, would the state as a whole.

Perhaps the most important action that state government could undertake in the year ahead would be to clearly state its concern about trends in federal policy that affect distressed cities. If a new direction is to be taken at the federal level with respect to providing assistance to cities, we should all be clear as to where that direction will lead us. We believe the following issues should be understood and acted upon by those who are in positions to affect urban policy at the national level.

Targeting Assistance to Distressed People and Places

Urban development programs are expected to serve twin purposes. Each such program is expected to enhance the economic base of distressed cities by enlarging their pool of tax ratables and by stimulating commercial activity. Each is also expected to aid in the reduction of high unemployment with which such areas are afflicted. Although these twin goals are not mutually exclusive, neither are they synonymous. All too often, in the course of program design and implementation, one of the goals is sacrificed in order to achieve the other. However, urban economic development projects that have had positive impact on both local economic activity and local residents, are invariably projects that have combined a number of different government subsidy programs.

The Urban Enterprise Zone proposal purports to embody the capacity or responding to the twin goals mentioned above. Indeed, much of its support among city officials, urban interest groups and liberal politicians is based on the assumption that both goals are equally attainable through the proposal. Yet, an analysis of the provisions of this proposal, as currently designed, shows that its approach to the goal of job creation for the indigenous unemployed may be woefully inadequate. Two reasons lead to this conclusion: the proposal's tax incentives are keyed to existing capital intensive firms which may be interested in relocation or expansion, and the proposal contains no direct subsidies to labor intensive firms, either existing or newly established ones. The significance of these aspects of the proposal is that those firms likely to have the greatest impact on reducing local unemployment derive little or no benefit from its provisions. Perhaps one way of improving this important part of the proposal would be to add a provision that enlarges the labor Department administered Targeted Jobs Tax Credit for firms locating in an Urban Enterprise Zone. It is also suggested that the kinds of front-end subsidies provided through the UDAG program should be of greater importance to small and start-up firms than they are to existing large firms. In order to enhance UDAG's usability by such firms, however, it would be necessary to reduce the paperwork associated with its application process, a change proposed by the Reagan Administration.

The Enterprise Zone proposal contains crucial parts of a workable program to stimulate urban economic development. The tax incentives in the program are criticized by many to be deep enough subsidies to interest existing capital intensive firms. The proposal's weaknesses are described as not providing incentives that would appeal to labor intensive and small start-up firms. In addition, the program ignores local capacity to finance infrastructure improvements.

The proposal's weaknesses, however, can be addressed by modifying and integrating several existing federal programs. Targeted Jobs Tax Credits, FDA Title I and UDAG when combined with the tax provisions of the Enterprise Zone proposal could comprise an effective urban economic development package.

Local Infrastructure Investment

A major concern among local officials about the Enterprise Zone proposal is that it assumes localities will be able to finance the cost of new infrastructure or improvements to existing infrastructure required for commercial or industrial development. This would appear to be less possible today in view of EDA's elimination from the FY 1982 Budget. Sources of funds for this purpose from state government are not presently existent and capital budget flexibility at the local level in distressed cities is almost nil. With little or no funds for public infrastructure - water and sewer systems, access roads to industrial areas, port facilities, industrial area site improvements -- Enterprise Zones may never get off the ground in cities where they may be most needed.

This seems to be a strong argument for retention of Title I of EDA, Economic Development Grants and Loans for Public Works and Development Facilities, or some reasonable version of it. While other areas of EDA activity, eg. business development loans and grants, can be offset by existing state programs, there are no other sources of assistance to public infrastructure investment needs required by economic development projects. If the FDA is eliminated, however, the state should seek ways to assist in financing the infrastructure improvements related to urban economic growth.

EDUCATION

The State of the Black Community in 1981

The education issues enumerated in the 1980 State of the Black Community report remain important in 1981. However, the fiscal hardships posed by the new federal policies and budget cuts proposed by President Reagan require swift and well conceived response by the black community and the state. In addition, the issue of an equitable and adequate State school funding program has again become perhaps the single most important education issue facing the State.

Federal Policy: Elementary and Secondary Education Block Grants

- Loss to New Jersey: \$40 million in FY 1981
\$33 million in FY 1982

Reagan Administration proposals consolidate 50 education programs and will reduce next year's funding to 15 percent of this year's level. The Reagan proposals eliminate "matching fund" requirements. Affected areas include bilingual education (eliminated), programs for disadvantaged children, the handicapped, and basic skills improvement, grants for disadvantaged and handicapped, grants for improving local education practice, grants for strengthening state educational management and to support school libraries.

Of particular importance is the potential effect of proposed budget cuts on urban areas. Mandated programs, which school districts are required by law to carry out, are included in the areas to receive less funding. Unless the State of New Jersey conducts a detailed reassessment of its mandated programs most urban districts will experience severe deficits caused both by the cuts and inflationary increases in school costs. Without a reduction in mandated programs, the already apparent deficits will increase.

Equitable and Adequate School Finance

As set forth in Blacks in New Jersey: 1980, New Jersey's system of school finance is the basic issue still. With the restoration of \$64 million in minimum state aid, urban and poor districts are still unequal participants in the State's system of public education. The restoration is intended to benefit richer districts whose programs had anticipated these funds. Nothing has been proposed to truly equalize the financial capacities of school districts. The gap between richer and poorer districts continues to increase. This issue which requires State action in the near future will be one of the first and most difficult challenges facing a New Jersey Governor in 1982. It is critical that the black community understand its stake in this issue and develop alternatives to be considered as this issue is debated.

Spending caps imposed on local districts continue to be problematic for local school boards. A reassessment of the cap requirements is an essential item of an action agenda for minority issues.

Agenda for 1981-1982

Federal Policies and Budget Cuts

- The black community should convene a state-wide conference of state, local and community education leaders to prioritize those key areas where we will push for increased State support and discuss alternative means of providing services in other areas.

- State budget decisions should include temporary reduction or provision for local flexibility regarding some mandatory education programs where school districts face severe budget and fiscal constraints.
- Vigorous community lobbying must be encouraged and directed at both state and federal representatives to determine ways to offset the impact of critical funding losses.

EMPLOYMENT

The State of the Black Community in 1981

Unemployment for minorities in the State of New Jersey has not decreased significantly in 1980. As of the fourth quarter of 1980, the rate of unemployment for minority 16 to 17 year olds was 78.2 percent; for 18 to 19 year olds, 53.5 percent, 28.2 percent for the 20 to 24 age bracket and 8.6 percent for those aged 25 to 44. This data, compiled by the New Jersey Department of Labor and Industry, is in sharp contrast to the glowing picture of improved conditions painted by the Governor in his Annual Message:

"... we have made excellent progress in recovering from the depth of the 1974 recession. This past year saw total employment in the State reach an all-time peak in excess of three million jobs before the current economic slowdown took hold. The State unemployment rate dropped from nearly 12 percent at the bottom of the 1974 recession to approximately 7 percent this past year, and 1980 marked the first time since 1972 that New Jersey had an annual unemployment rate lower than the Nation..."

Black and poor people are not participating fully in that progress.

This report details progress made, problems encountered and recommendations in the following areas:

- Affirmative Action
- Impact of the Comprehensive Employment and Training Act on Minority Employment
- Private Sector Initiatives

Also included is an analysis of the impact of the Reagan Administration's Program For Economic Recovery as it relates to employment and training programs and services in the State of New Jersey.

Affirmative Action

Laws mandating affirmative action and prohibiting discrimination in employment have been part of State statutes since 1945. Executive orders supplementing these laws have been issued since 1965. The latest of these, Executive Order No. 61, dictates that the 19 departments in the executive office take affirmative action to eliminate job discrimination for minorities, physically handicapped persons and women. Hiring goals must be "reasonably related to the population in the relevant surrounding labor market area."

State Government

According to the Statement by the New Jersey Advisory Committee to the United States Commission on Civil Rights issued in March, 1981, the desired State Government employment goal for Blacks is 10.2 percent. Under Executive Order No. 61, the Civil Service Commission, with the concurrence of the Governor and the President of the Civil Service Commission, has the authority to use appropriate sanctions in cases of noncompliance which include, according to the Deputy Director of the EEO-AA Division, withholding of salaries and stopping of hiring.

Employment data for New Jersey State Government shows that Blacks represent 21.7 percent of total State Government employment which clearly exceeds the employment goal of 10.2 percent. However, the majority are concentrated in the lower salary levels and in the non professional occupational categories. Indeed, of the job category Officials/Administrators, only 6 percent or 64 Black males held positions out of a total workforce in that category of 3,185. While this underrepresentation of Blacks has existed for some time, as of December, 1980, the EEO AA Division of the Civil Service Commission had never applied sanctions.

Local Government

County and municipal governments are not subject to Executive Order No. 6, nor to the Division of Equal Employment Opportunity and Affirmative Action. They are, however, responsible for complying with Federal laws prohibiting discrimination in employment. To date, the record of most major municipalities has been uneven. All of the larger cities (Newark, Jersey City, Camden, etc.) have undergone charges of discrimination and lawsuits, especially with respect to the complexion of their police and fire forces. Indicative of the municipalities' record is the case United States v. the State of New Jersey instituted in October, 1977, against 12 New Jersey cities. The suit charged discrimination in the employment of Blacks and Hispanics in the individual fire departments. The consent decree of May 30, 1980, placed various percentage hiring goals and a procedure for monitoring its implementation on each municipality charged.

There must exist consistency in application and enforcement of Federal and State laws. The proposed Civil Service Reform Act (A-1855) will extend, if enacted, the Division of Equal Employment Opportunity and Affirmative Action's authority to include local political subdivisions.

Construction Trades

The affirmative action office of the Department of Treasury is responsible for monitoring the implementation of affirmative action goals for construction contractors and subcontractors and procurement and service contractors and subcontractors providing services to government (state, county, municipal). As cited in a recent report issued by the New Jersey Department of the Public Advocate, the Treasury AA office must monitor 300 construction work sites and review 1,500 service contractors with only 11 inspectors to perform the job. Due to this massive work overload, frequent project monitoring and indepth affirmative action evaluations do not occur. Further, this agency has never issued a financial sanction against a construction or service contractor.

Casino Industry

The casino industry is an excellent example of industry growth in New Jersey which should be providing ample employment opportunities for Blacks in construction trades. The Casino Control Commission, the regulatory agency, has established that license applicants make a good faith effort to employ 20 percent minority workers at the journey worker and apprentice levels of their construction workforce in each trade. As referenced in the Public Advocate report, an affirmative action memo dated December 6, 1979, stated that "every casino is out of compliance with affirmative action rules and two-thirds of the building trades are out of acceptable compliance." However, the Casino Control Commission has failed to apply its comprehensive enforcement powers to remedy these violations.

It should be further noted that a successful attempt at providing minority apprenticeship training programs vis a vis classroom training and on-the-job training, the Newark Construction Trades Training Program eliminated by the State in 1979 has not been replaced by any similar effort. Based on historic discrimination of Blacks by the unions, viable training programs are mandatory, if affirmative action goals are to be achieved.

Impact of the Comprehensive Employment and Training Act on Minority Employment

The Comprehensive Employment and Training Act (CETA) of 1973 and the reauthorizing Amendments of 1978 are designed "to provide job training and employment opportunities for economically disadvantaged, unemployed or under-employed persons..." In Fiscal Year 1980, the various public service employment and training activities of CETA have served approximately 3.5 million people nationwide. Of these, the public service employment slot level, funded through Titles IID and VI, was at 852,000. In New Jersey, 9,493 participants hold public service jobs.

The Reagan Administration proposes to phase out, by the end of Fiscal Year 1981, both programs which provide service employment -- Title IID, jobs for the chronically unemployed, and Title VI, jobs for those unemployed due to downturns in the economy. The Administration further proposes to consolidate the basic employment, training and upgrading program under CETA and the youth programs into a single employment development/training grant. While continuing at their current level, nationally, of \$3.8 billion in FY 1981, the proposal recommends a 29 percent reduction in Fiscal Year 1982. This reduction, in New Jersey, represents a loss of \$32 million for combined adult and youth training programs.

The impact of these reductions in employment and training services will be devastating for the Black community in New Jersey. Not only will it be difficult for 9,493 public service employees to find jobs in the private sector but many social programs and services will be eliminated as well. Many community based organizations, cities, counties and the State are staffed by CETA employees. Black and poor people, historically, have suffered artificial and real barriers to employment. Activities such as on-the-job training, work experience and classroom training, designed to assist this segment of the population in gaining skills previously denied them, will be curtailed.

Private Sector Initiatives

The private sector, as has been seen in the last two years with the emergence of CETA Private Industry Councils and the National Alliance of Business, is being looked upon to support and control local services. Employment, training, as well as community development activities will no longer be largely funded by federal agencies.

Majority corporations and private sector funded organizations hold the key to local economic/community development projects which could generate jobs and capital for minority communities. Reagan's strategy supports development of local communities through the private sector. It is incumbent upon the Black community to ensure involvement of minority businesses to maintain the redoubt of affirmative action programs in majority companies.

Agenda for 1981-1982

Affirmative Action in State Government

- The Governor should insist that the enforcement powers which exist as part of Executive Order No. 61 be implemented. The Governor's Office has full authority to apply sanctions, such as termination of personnel or withholding of salaries, if the Executive Order is not carried out to the fullest meaning of the law.
- The State Division on Equal Employment Opportunity and Affirmative Action should apply appropriate sanctions to State departments which do not institute and implement affirmative action in their hiring and promotional practices. This activity is most appropriately gauged by the number of Blacks employed at all levels of work in each department.
- Black leaders in New Jersey should convene a forum to engage in dialogue with State Government officials to review the level of minority hiring and retention in government contracts.

Affirmative Action in Local Government Agencies

- The Black community should work for passage of Assembly Bill 1855, the Civil Service Reform Act, which will extend the Division of Equal Employment Opportunity and Affirmative Action's authority to include local political subdivisions.
- The Black community should monitor the recruitment, testing, hiring and promotional practices of municipal governments to ensure the inclusion of Blacks in available positions, particularly in the police and fire departments.

Casino Industry Employment

- The Black community must ensure that the Casino Control Commission enforces the affirmative action regulations mandated for casinos in New Jersey. These regulations are applicable not only in the casinos' construction workforce but for all job opportunities in the casino industry.

Construction Job Training

- The Black community must demand that the Newark Construction Trades Training Program be refunded.

Proposed Cuts in Federal CETA Program

- The Black community should actively and vigorously oppose the severe cutbacks in the Comprehensive Employment and Training Act programs in light of the disproportionately adverse effect these cuts will have on the Black community.

Private Sector Employment Opportunity

- Black community leaders should initiate discussions with private sector chief executive officers to ascertain and assure their interest in the continuance of viable affirmative action programs.

HEALTH CARE

The State of the Black Community in 1981

The state has broad authority to regulate and/or affect virtually every aspect of the health care system. The New Jersey Health Department is responsible for: training health providers, licensing health facilities, authorizing local health departments to carry out designated functions, health planning, licensing of public health professionals, regulating costs, providing direct medical services, review of health facility construction, enforcing federal regulations, and supervision of collection and analysis of vital statistics.

Despite the scope and complexity of the health system and the state's responsibilities, New Jersey lacks a comprehensive health code which clearly defines the relative roles of federal, state and local health agencies. This deficiency will be more critical in the coming year in light of new challenges to the state health delivery system. Federal program changes recommended by the President will give the state responsibility for dissemination of health block grants and will require passage of a bill to ensure every New Jersey resident equal accessibility to quality health services. In addition, cuts in Medicaid and lack of financing for the medically indigent (those without coverage) will have a devastating effect on health services.

To illustrate the current status of health in New Jersey, the indices of health status and health care services discussed will be infant mortality, life expectancy, physician and dental visits, and selected death rates for specific causes.

Infant Mortality

Infant mortality rates reflect lack of prenatal care, poor nutrition, and adverse environmental and socioeconomic factors. In 1977, the rate for non-whites was the most ever recorded, 23.8 deaths per 1,000 live births, twice as high as the rate for whites, 12.0 deaths per 1,000 live births.

Primary Health Care and Shortage of Medical Manpower

A survey conducted in 1975 and 1976 by the Center for Health Administration Studies, and the National Opinion Research Center of the University of Chicago, indicated that 16 percent of urban blacks have no regular source of medical care. Even with the enactment of Medicaid and Medicare, a significant number of blacks still seek medical care on an episodic basis from public institutions, hospital outpatient departments and emergency rooms.

This is important to blacks in New Jersey because of the decreasing number of primary care physicians in urban areas of the state. These "medically underserved areas" as documented by the Federal Department of Health and Human Services exhibit high mortality and morbidity levels compared to areas with more physicians. Access to primary care physicians enables persons to receive care at early stages of illness and thereby helps prevent more serious illness.

Care for the Aged

Even with the passage of P.L. 1979 Chapter 446, which was intended to improve the conditions of boarding homes, rest homes, and other sheltered care for the elderly, conditions for the black elderly have not improved.

Many urban black aged live in substandard housing or suffer from the exploitation of room house and boarding home managers. Many can function independently with the help of a visiting nurse and/or homemaker service. This is a viable alternative to nursing home care, which is not readily available and more expensive.

Mental Health

Of importance to black citizens is the lack of supportive services needed to help patients who have been discharged from psychiatric institutions. This group has not successfully reintegrated into society. More emphasis must be placed on providing the needed support to this population, particularly blacks who become the victims of abuse, fraud, and overall neglect.

Disease Prevention and Environmental Concerns

Of the 212.2 billion spent in 1979 in the United States for health care, only about 4 percent goes for prevention programs and less than one percent for health education. Health promotion and disease prevention is number eight of the ten national health priorities.

Yet improvement in our health status is dependent in great part on environmental and nutrition betterment, such as improvements in housing sanitation, work environment, rodent control, regulating pollutants in the air, water, food and soil, controlling disposal of toxic wastes, radically changing our diet, limiting our exposure to the sun, and in general, substantially changing our lifestyle in order to reduce the incidence of hypertension, stress, diabetes, cancer and other serious disease.

These environmental health issues are particularly critical in New Jersey's urbanized setting and of special concern to the health of blacks who are concentrated in the state's most urban and industrialized areas.

Medicaid

Medicaid was enacted to provide medical care to low-income persons. The program, which is state administered, pays participating providers for care rendered to those enrolled.

It is hoped that Medicaid would provide the poor greater access to health care through elimination of the obstacle of fees. Studies show that the program has partially achieved its goals. With respect to use of health services, the disparity between the poor and the non poor is not as great as it once was. Data indicate that the number of per person physician visits for whites and non-whites is almost equal.

Yet, achievement of this program's goals has been costly. Medicaid is paid by federal and state contributions, the federal share ranging from 50 to 78 percent. Between 1974 and 1979, both the federal and state share has risen dramatically, and total cost has more than doubled. The average cost per Medicaid recipient in 1976 was \$596 as compared to \$954 in Fiscal Year 1979, an increase of 60 percent.

Before addressing the impact of the Reagan Administration cuts, it is crucial to understand three issues:

- Rise in health care cost is a major national problem, however, Medicaid is only part of the issue.
- Medicaid does not provide spendable income to the poor. Medicaid payments go to the provider not the Medicaid beneficiary.
- If required to pay for medical care on their own, the poor would be forced to deplete income spent on basic necessities or go without care. Alternatively, the poor would be forced to go to public facilities for medical care. Though these facilities require little or no payment from the recipient, they are a heavy burden to local taxpayers.

The Reagan Administration has proposed to reduce expenditures for Medicaid in FY 1981 by \$100 million to \$16.3 billion. Additionally, the Administration would cap Medicaid growth for the next five fiscal years to a 5 percent limit. In return, the federal government would give states flexibility to: adjust payment rates to providers; organize more cost effective systems of care; change covered services; and adjust eligibility.

In New Jersey, whenever costs have been a consideration, the state has reduced either the types of services covered, or payment rates to providers. The New Jersey Medicaid FY 1982 budget request prepared in advance of the proposed federal budget cuts, is 14.7 percent higher than the previous year from \$351,222,000 to \$402,748,000.

In FY 1981, the biggest portion of Medicaid cost was nursing home costs which equalled 33.7 percent of total Medicaid expenses. This rises to \$268,814,000 in FY 1982, an increase of 13.7 percent. The second largest portion was inpatient hospital care which consumed \$188,3000,000 or 26.9 percent of total Medicaid expenses. Both areas will be difficult to reduce.

If the Reagan Administration cuts are adopted, it appears that the State Department of Human Services will concentrate on reducing eligibility and eliminating services. The group that would suffer most would be the mothers and children who tend to be frequent users of both physician services and outpatient hospital clinics. Combined, both these areas equal only 16.0 percent of the estimated FY 1981 Medicaid expenses; thus, putting a greater proportion of the reduction of service on a group which may be in greater need of health services.

Consolidation of Block Grant Funds

For FY 1982, the Reagan Administration has proposed to consolidate 26 categorical health programs into two block grant programs. Also, the Administration will decrease funding by some 25 percent and maintain the reduced level of funding for the next several fiscal years. The consolidation would remove current regulations that affect the categorical programs. The reduced funds would be awarded to the states which will have considerable flexibility to apportion funds. The 26 categorical grant programs will be consolidated as follows:

Health Services Block Grant

Primary Health Care Centers
Primary Care Research and
Demonstrations
Black Lung Services
Migrant Health
Home Health Services
Maternal and Child Health:
-Grants to states
-SSI
Hemophilia
Sudden Infant Death Syndrome
Emergency Medical Services
Mental Health Services
Drug Abuse Project Grants/Contracts
Drug Abuse Grants to States
Alcoholism Project Grants/Contracts
Alcoholism Grants to States

Preventive Health Block Grant

High Blood Pressure Control
Health Incentive Grants
Risk Reduction and Health Disease
Venereal Disease
Immunization
Fluoridation
Rat Control
Lead Paint Poisoning Prevention
Genetic Diseases
Family Planning Services
Adolescent Health Services

The state currently lacks an administrative structure that can equitably distribute and manage block grant funds. The state, if not pressured, may take the road of expediency and do nothing more than retain employees formerly funded by federal dollars and pass on very little to localities for services.

This adds a greater hardship to the poor, who, having lost Medicaid, may revert to using publicly financed programs or institutions to receive their health care. Localities will be hard pressed to meet these new demands for resources. The consolidation of categorical Health and Social Service programs is estimated to reduce the funds received by the State by \$61 million. Such funding decreases will force already fiscally constrained municipalities to either provide greater support to these programs from tax revenues or eliminate services.

Agenda for 1981-82

Consolidation of Block Grant Funds

An effort should be made to ensure that the state does not allocate an undue proportion of block grant funds to state administrative costs. The state must pass the dollars down to local agencies with criteria that require minimum level of services. Flexibility should be given to local health directors who effectively provide services at reduced costs and meet state basic minimum service standards which should be established. Local leaders should demand that the state be open in its development of processes to distribute funds to localities.

Infant Mortality

Support and expansion of established programs which address infant mortality should continue to receive support, especially in light of the explosion of teenage pregnancies among young black women. These include family planning (including termination of pregnancies); maternal and infant care; the Women Infant and Children (WIC) program; pre-and-postnatal care.

Primary Care and Shortage of Medical Manpower

Immediate enactment of the legislation authorizing Physician Assistants to practice. New Jersey is the only state where they are not licensed, even though

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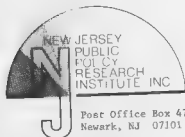
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The New Jersey Public Policy Research Institute is a nonprofit, organization. The Institute is devoted to identification, analysis and promulgation of public policy issues significantly affecting the black residents of the state of New Jersey. Further, the organization seeks to present these issues for appropriate public discussion. Through public discussion the Institute contributes to the development of strategies, related to the issues, that are beneficial to the State's black population.

The Institute is state-wide in focus and is governed by a 30 member Board of Directors.

The organization attempts to work cooperatively with individuals and organizations with similar interests, throughout the State.

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the first class was graduated in 1977.

Health Promotion and Disease Prevention

Develop programs that reduce risk factors that lead to the high rate of mortality indicated by the seven leading causes of death in New Jersey.

Support allocation of funds for cancer screening and hypertension screening programs particularly in urban areas where the incidence of mortality could be significantly reduced through early identification and intervention.

Comprehensive Health Code

Given the scope and complexity of the health care system, New Jersey needs a comprehensive, statutory health code to clearly define rules and standards for state, county and local health agencies and other providers. The code should establish minimum service standards applicable to public agencies and to providers contracting with public health agencies. The code should also specify standard methods of data collection to improve information on health conditions. Development of such a code is especially important given the increase in the state's responsibilities for health care administration as a result of the President's health block grant proposal.

Care for the Aged

Special attention should be given to health problems of the elderly by developing alternatives to institutional care now provided by nursing homes.

Medicaid

Contracting with HMO or private physician group practices to provide care for the Medicaid recipients should be encouraged. Such a program will reduce the cost of care, although recipients will also lose some ability to choose their own physicians.

Greater emphasis should be directed at getting Medicaid recipients to use less costly types of care, ie. private physician or health centers instead of hospital emergency rooms or outpatient departments. This could be done by a restructuring the fee system so that private physicians and health centers get greater fees and have incentives to serve Medicaid recipients.

Greater use of home health care services and better assessment of the elderly resulting in more appropriate placement in either institutional or home care settings.

Mental Health Care

Better follow up of placement of medically handicapped persons discharged from inpatient psychiatric institutions. Direct assignment of these patients to outpatient community mental health centers is needed.

HIGHER EDUCATION

The State of the Black Community in 1981

The following data provide some indication of the status of blacks in New Jersey's higher education system in 1981:

- Fall 1980 enrollment figures indicate that black students comprise 11.8% of all full-time undergraduate college students in New Jersey. This represents an increase of only 0.1% over the fall of 1979.
- The community college sector continues to enroll almost 40% of all black full-time undergraduate students (38.7% in 1979, 39.5% in 1980).
- Between 1979 and 1980, black enrollment at the New Jersey College of Medicine and Dentistry and the New Jersey Institute of Technology increased by almost 1% while the institutions experienced an overall 3.1% enrollment growth.

Below we outline those primary issues which face minorities in higher education. Those issues include the quality of the academic effort in basic skills, the impact of new financial aid policies at the state and federal levels, the "new" thrust for standards in the admissions process at the state colleges and equal access for minorities to all areas of higher education.

Quality of Academic Programming in Basic Skills

The quality and effectiveness of basic skills delivery systems is crucial to the success of minority students in New Jersey's higher education institutions. While all minorities entering higher education do not need a basic skills program, it is important that for those minority students who are in need of such services that there exists a comprehensive and effective system.

The State of New Jersey has done an extensive job in identifying the need for skills instruction among entering college students. The major task, however, remains to be that of providing the quality programs efforts for those who, through testing, demonstrate a need for skills development. (Significant numbers of non-minority students also have been identified as needing skills instruction. Seventy five percent of those who have been tested lack proficiency in verbal skills.)

In an era of ever dwindling resources, priority choices at the institutions need to be directed toward the provision of a sound and comprehensive skills instruction program for the ever increasing numbers of students who are identified as skills deficient.

As the Board of Higher Education Master Plan states: "an important aspect of this effort (basic skills) is the Educational Opportunity Fund (EOF) Program." EOF, the major vehicle for the admission of minorities to higher education, has a significant role to play in the basic skills area as it impacts on retention, particularly of minority students.

Financial Aid

Higher Education opportunities for blacks in New Jersey have been enhanced by the existence of federal and state financial aid programs. The purpose of these programs are:

- to help eliminate financial barriers to higher education;

- to provide opportunity for those excluded by historical poverty and education disadvantages, and
- to reward high achieving students and encourage them to attend New Jersey institutions.

State financial aid programs are coordinated with federal programs and are based on student financial need. For FY '82, there is anticipated a significant increase in tuition fees, and room and board costs at most institutions. Present indications are that there will be significant reductions in the amount of federal grant and loan assistance available to students in FY '82. In addition, the Governor's recommendations for FY '82 would reduce the Tuition Aid Grant (TAG) awards and hold Educational Opportunity Fund (EOF) grant awards level. The increased costs and the reduced grants will result in some students having unmet need ranging from \$1,300 in community colleges to \$1,767 at Rutgers University. The net effect may well be placing higher education beyond the financial reach of some and reducing the choices for others.

Raising Standards at the State Colleges in New Jersey

It would be a serious oversight if the issue of raising the standards at state colleges were not highlighted as a major concern. As a result of recent Board of Higher Education resolutions, state colleges will be permitted to raise the standards for admissions to their respective institutions. This has a potentially significant negative impact on the enrollment of minorities in these institutions. It is the design of the Board of Higher Education that community colleges become the open access institutions within the state. This is philosophically questionable as it establishes a tracking system within higher education and there is significant concern with regard to the number of minorities who will be channeled to two year systems and, consequently, may never gain entry into four year institutions in the state.

The emphasis on "standards" would appear to be better raised upon exit from the institution (graduation) rather than at entry (admission). There is a close relationship between a quality academic effort (including a basic skills/developmental learning thrust) and the maintenance of standards at graduation. If institutions of higher learning accept the challenge of educating students and developing the appropriate mechanism for addressing student needs, then the issue of "standards" would significantly diminish.

Due diligence is required on the part of the Department of Higher Education (particularly its minority staff) and relevant constituencies outside of the Department (including New Jersey Educational Opportunity Fund Professional Association, New Jersey Educational Opportunity Fund Professional Association, New Jersey Association of Black Educators) to assure and insure that significant numbers of minorities are not "closed out" of four year public institutions.

Equal Access for Minorities to All Areas of Higher Education

"The expectation that college enrollments will decline during the 1980's is based largely on a projected decline in the number of high school graduates. It is also projected that the number of blacks and Hispanics graduating from high school will be increasing, both in absolute numbers and as a percentage of total high school graduates. If black and Hispanic enrollments in 1985 equal their portion among high school graduates, then full time undergraduate enrollment of blacks and Hispanics will be approximately 21% of total undergraduate enrollment compared with 16% in 1978. Success of current efforts to increase both the high school graduation rate and the college going rate for blacks and Hispanics could further increase representation of blacks and Hispanics in New Jersey's higher education system. The goals of equity

and equal opportunity require that we increase attention given to the distribution and persistence of blacks within the system, and develop new approaches to expand access.

Equal opportunity has not been achieved with regard to distribution of blacks among types of institutions and fields of study. Black enrollment in New Jersey's colleges and universities is disproportionately concentrated in the community college sector. Statistics show that enrollment at both the undergraduate and graduate level is disproportionately concentrated in of non-science, non-technical oriented fields.

Agenda for 1981-1982

Both the black community and the state benefit from having increased numbers of black people successfully complete higher education. The above issues present serious challenges to this goal. These challenges are heightened by a three-way economic squeeze on the ability of government and individuals to finance higher education due to federal funding reductions, continuing state fiscal limitations and the impact of inflation on family resources. In order to meet these challenges, we recommend that the following issues be pursued by the black community and the State in 1981-82:

Financial Support

- The legislature should increase appropriations for the EOF and TAGO (Tuition Assistance Grant) programs in the FY '82 State budget.
- The Department of Higher Education should provide adequate financial aid to assist all minority and poor persons now excluded from graduate and professional education solely due to lack of financial resources.

Basic Skills

- The Department of Higher Education should take a more active role in design, development, funding and monitoring of basic skills programs.
- The role of the EOF program in basic skills training should be broadened
- The Department of Higher Education should adopt budget policies which act to strengthen basic skills programs at institutions where evaluation of program outcomes shows a need for greater efforts.

Access to Higher Education

- The State should continue to expand programs providing access for blacks to undergraduate, graduate and professional education.
- Institutions in the black community should undertake efforts to encourage greater black enrollment in graduate and professional programs.
- The State and the black community should review the issue of higher education standards to ensure that such policies do not unduly concentrate minorities in county colleges as opposed to four-year institutions.
- Senate Bill 219, providing greater State financial support for county colleges should be enacted.
- Continued emphasis should be placed on increasing minority representation in administrative and teaching position.

MINORITY BUSINESS DEVELOPMENT

The State of the Black Community in 1981

The year 1980 saw only limited initiatives by the Governor and Legislature on behalf of minority business enterprise. The outlook for 1981 is further clouded by the potential impact of proposed changes in federal policies.

The Reagan Administration, as seen in its Fiscal Year 1982 Budget Revisions Document released in March, 1981, proposed to:

1. Reduce \$50 million in 1981 and \$116 million in 1982 in direct loan obligations and \$262 million in 1981 and \$425 million in 1982 in loan guarantee commitments by eliminating the Economic Development Administration (EDA).
2. Reduce direct lending of the Small Business Administration by \$45 million in 1981 and \$116 million in 1982. Guarantee commitments for SBA would be reduced by \$990 million in 1981 and \$1.5 billion in 1982. The decrease for SBA direct loan obligations for disasters is \$780 million in 1981 and \$50 million in 1982.

Minority businesses will be disproportionately adversely affected by these major cuts in federal programs. It is no secret that many minority businesses rely on the direct loan and loan guarantee programs of the Small Business Administration; it is no secret that minority businesses, concentrated in urban centers, the "distressed" areas -- have the most to lose from the elimination of government sponsored economic development initiatives; and it is no secret that the private sector has never voluntarily fostered increased development of minority businesses without federal or state government persuasion, intervention or mandate.

Agenda for 1981-82

We urge that, in addition to responding to the recommendations made by the New Jersey Black Legislators in their 1980 report, the following steps be taken:

Minority Business Participation in State Government Contracts

- The Black community should press for issuance of an Executive Order directing majority businesses, which do business with the State, to work with and utilize the services of MBE sub-contractors, consultants and agents. Such an Executive Order should establish a percentage goal level of minority business participation for any state government contract.
- The black community in conjunction with the State and private sector should convene a task force of majority and minority business firms to develop real minority business development and involvement in urban enterprise zone initiatives and other urban economic activity taking place in New Jersey.

Minority Business Participation in Casino Industry

- The Governor should ensure that the Casino Control Commission enforce affirmative action mandates for minority business involvement in contracting activities. License revocation sanctions should be applied to any casino not in compliance.

- . We applaud the casino industry's signing of a voluntary agreement calling for the award of 15 percent of all contracts for goods and services to minority businesses. We urge the minority business community to continue working closely with the casino industry and the Casino Control Commission to ensure that eligible minority businesses are identified and take advantage of these business opportunities.

Continued Federal Aid for Small Business and Economic Development

- . The black community should actively oppose the proposed cuts in the Small Business Administration and the elimination of the Economic Development Authority.

SOCIAL WELFARE

By social welfare programs, we refer to income maintenance programs such as the Aid to Families with Dependent Children and General Assistance programs, nutritional programs such as Food Stamps, school lunches and meals provided at senior centers, energy assistance, and social services, especially day care, protective services for children, preventive services, foster care, adoption services for children, preventive services, foster care, adoption services, youth services, family planning, and services for the elderly.

The need for social welfare services is a barometer of the quality of life in the black community. Extensive reliance on social welfare programs signifies dependence. Our concern is that social programs should serve to increase the independence of individuals and families within the black community. It is important that programs be oriented towards attaining measurable results within specified periods of time. In addition to discussing social service issues facing the black community in 1981, we have suggested new ways to plan and evaluate social programs based on their effectiveness in strengthening the black community. These suggestions are contained in Appendix I to this section.

The State of the Black Community in 1981

Any appraisal of social welfare programs' impact on the black community must address emerging federal policies. In fact, it now appears that the State can best do much to foster the social welfare of the black community in New Jersey by working in Washington to minimize the impact of the proposed Reagan Administration cuts.

Included in the proposed cuts are a cap on Medicaid expenditures, consolidation of several social service programs into a new block grant, Food Stamp cuts, CETA reductions, AFDC amendments, a "workfare" proposal, and amendments affecting child nutrition. The Congressional Black Caucus has concluded that these proposals will have a "devastating impact on the poor, the disadvantaged, the elderly, and those on limited incomes."

While claiming to preserve a "safety net" for the "truly needy", the Reagan Administration does not apply this policy consistently. The proposed cuts overlook programs which represent the largest share of government transfer payments despite the fact that the majority of their beneficiaries are above the poverty level. Yet the Reagan Administration is not requesting cuts in these programs.

We do not necessarily advocate cuts in these programs, but we look to the State's delegation in Washington to introduce equity and compassion into the debate. While some cost saving and reduction of benefits is possible, the burden of the cuts should be shouldered by all beneficiaries of government spending. Also, transfer payment cuts must not be so drastic that people who are able to work lose all financial incentive to do so.

We oppose the cuts in social welfare programs for the following reasons:

Cumulative Effects on Individual Families are Devastating

It is possible for a single family to lose nutritional benefits through the loss of school lunches, to lose CETA opportunities (and thus a stepping stone to unsubsidized employment), to be required to participate in "workfare" (for which they receive no income or training), to risk an unplanned pregnancy due to cuts in family planning services, and to lose a day care slot due to social service block grant reductions.

Conflicting and Self-Defeating Aims:

At the same time that "workfare" is required, CETA public service jobs and day care services are cut back. Cuts in CETA, family planning, and day care may well increase welfare rolls and the number of children in foster care.

Food Stamps:

The school lunch program could be better administered to ensure that only eligible children benefit, but it should not be eliminated entirely. Otherwise, limited family food budgets will be overburdened and child nutrition will suffer. Any gross income limits on food stamp eligibility should be imposed on a graduated scale so that reductions in benefits are offset by increases in earned income.

Caps on Expenses for Working AFDC Recipients:

The proposed cap of \$70 per month for work related expenses and \$50 per month for day care are unrealistic, unfair, and dysfunctional. A cap should be set which would allow for the legitimate expenses that working recipients incur. We propose that the work-related expenses cap be set at 20 percent of earned income, and the day care cap be set at up to \$150 per month, depending on local cost variations.

Workfare:

For any person on welfare who has the slightest possibility of getting off the roles, "workfare" would be a waste of their time. Clients need entry level jobs such as clerks, typists, maintenance work, and bench work people in factories -- jobs which enhance marketable skills. CETA jobs provide these kind of entry level opportunities, and should be continued.

Social Service Block Grant:

This proposal would repeal legislation developed to provide essential guidance in the planning and delivery of social services. By repealing this legislation, the Congress would abrogate its responsibility to provide leadership and minimum standards for service delivery to people whose need is a consequence of national and regional economic conditions, not local conditions.

Furthermore, lumping various programs under a block grant creates unnecessary competition between unrelated programs. Funds for runaway youth would have to be traded off against funds for rehabilitation services for the handicapped; adoption assistance would be weighted against services to the developmentally disabled.

Finally, if day care were reduced, its impact as a preventive service would be curtailed. Many recipients would have to cease employment, which in some households would lead to increases in domestic tensions and result in child abuse and neglect, and welfare dependency.

State Responsibilities:

If drastic federal funding cuts are made, the State should provide additional funds to maintain adequate standards of eligibility. In addition, the State can achieve savings through:

- elimination of administrative duplication between state, county and local governments and reduction of program eligibility and overpayment error rates through increased computerization of records.

AGENDA for 1981-82

NEW APPROACHES TO SOCIAL SERVICES DELIVERY

To enhance community and individual strength and independence through the encouragement of family stability, what is needed is a more coordinated, focused approach to social service delivery. State agencies must coordinate programs to focus attention on specific target groups and apply a unifying perspective to a family and its problems so that over a period of time the cumulative effect of coordinated service delivery can begin to demonstrate itself. This does not require another administrative structure but strong administrative leadership emphasizing consistent priorities across the respective state agencies. Direct and contracted services should be coordinated to complement one another, reduce duplication and manifest consistent philosophy and objectives regarding the client populations they serve. As services are structured now, the same needy families may be known to various private and public agencies, but little effort is made to pool resources and coordinate services to a family or individual.

Examples of how this approach, which we call a "holistic" approach, can be applied are described below:

New Welfare Mothers:

Studies have shown that the longer a woman stays on welfare and the more children she has, the harder it is for her to ever remove herself from the roles; she becomes increasingly dependent on the welfare system. For this type of client, what is needed is early and coordinated job training or educational opportunities, family planning, counselling, child care and supportive services to help her become independent.

Family Planning Services for Teenagers:

Teenagers often become pregnant because they believe that they have few other choices through which to become self-actualized. Hence, a young woman whose perception of herself as a woman is singularly entwined with motherhood may not adequately consider the consequences of early parenthood.

A young man who sees that he will have no better chance of supporting a child when he is twenty-six than he does when he is sixteen, has little reason to wait to "make a baby" if the act is seen as a primary symbol of manhood and status. Absence or ignorance of life and career choices, or lack of self confidence that choices can be realized can lead a youth to retaining a limited perspective.

Public and private groups and volunteers need to work to make youth aware of other choices and to help them to plan their futures, rather than simply let them happen. Education, job training, family planning, counselling, recreation and other social services must be coordinated to focus on the particular needs of each adolescent.

Job Support for Child Support:

Many fathers abandon their families because they are unable to provide support. Child support program payments often cannot be ordered because the absent father is either not working or not earning much. A wholistic appraisal of this situation would conclude that in part, there are many female-headed households in the black community because black male unemployment is so high. It is short sighted to just help mothers obtain employment (ie. the WIN program) and not also help fathers find employment. Both parents are legally responsible for the welfare of the child. Assisting absent fathers to obtain employment and training will increase child support (ie. giving the child support program a carrot and a stick), thus substantially reducing the cost of welfare. More importantly it may help re-unify families.

Creative Day Care Funding:

In view of possible cuts in day care funding, alternatives are needed to supplement government support of this vital service. Without it many working poor would become totally dependent. Several suggestions follow:

- Increase the availability of home-based or family day care because it is less expensive than group day care.
- Introduce graduated fee schedules.
- Provide state and federal tax credits to businesses who provide lower income workers with a child care allowance.
- Provide state and federal tax credits to businesses that construct a day care site on their premises or contribute to the upkeep or renovation of a publicly funded day care site.

APPENDIX A
SOCIAL WELFARE

COMMUNITY STRENGTH GOALS

We want to move towards viewing the black community in a more positive way. Community strength goals are a first step towards doing this. They offer a proactive way of viewing the purpose of social welfare programming. Effective social programs should increase the independence of individuals and families in the black community. Effective social programs should contribute to individual and collective growth and strength. We believe that the goals of our social programs should be reoriented toward bringing about progress towards social independence.

Community strength goals constitute a vision of the future for the black community; they can be used as a catalyst for pooling resources and applying them in a coordinated fashion. Consequently, as part of our Agency for 1981-82, we call upon the State to develop a data based for these goals and to begin thinking about how programs can be operationalized to achieve the goals. Over the coming years we will monitor progress towards meeting these goals to measure the efficacy of social welfare programming in New Jersey vis-a-vis the black community.

Community Strength Goals:

Families:

- Increase the number of former welfare recipients who are now working such that they are able to pay income and property taxes.
- Increase the number of new welfare cases who get off the rolls within one year due to the availability of employment and training opportunities.
- Increase the number of two-parent households.

Children:

- Survey children on welfare to ensure that they are receiving proper medical attention.
- Survey the children on welfare to ensure that they are not suffering from any nutrition based illnesses.
- Increase the number of children from welfare families who attain a high school diploma or its equivalent.
- Reduce the number of founded child abuse and neglect reports emanating from welfare families.
- Reduce the number of juvenile delinquents who come from families on welfare.
- Increase the percentage of black teenagers who do not get pregnant and go on welfare.

Elderly:

- Increase the percentage of black elderly persons who remain in their home or a community based setting and do not have to be institutionalized.
- Reduce the number of elderly persons who have to give up their homes due to exorbitant fuel and utility costs.
- Ensure through periodic surveys that elderly persons on fixed incomes are obtaining adequate nutrition and medical care.

Energy:

- Ensure that persons on welfare and other fixed incomes do not suffer fuel or utility shut-offs.
- Ensure that weatherization and energy assistance is available to apartment dwellers as well as home owners.

Social Services:

- Increase the percentage of poor women who are able to work through the provision of needed day care services.
- Family maintenance
 - Reduce the number of children removed from their homes.
 - Reduce the incidence of child abuse and neglect.
 - Reduce the incidence of spouse abuse.
 - Increase the number of children who, once placed in foster care, are placed into a permanent home within 18 months.

Youth:

- Reduce recidivism among juvenile delinquents.
- Increase the number of high school graduates who go on to be gainfully employed or enrolled in additional training or educational programs.
- Increase the number of children involved in organized recreational and cultural activities.

Agenda for 1981-1982

URBAN ECONOMIC REVITALIZATION

Targeted Economic Development Investment

The New Jersey Economic Development Authority should continue and expand its program of targeted assistance to distressed cities. In addition, the Urban Real Estate Department program to help market urban land for private development should be expanded.

Community Development Bond Act

The black community should support the proposed Community Development Bond Act which would provide funds for assistance to local development agencies undertaking economic investment. Active support is needed to aid passage of the bond referendum in the fall. In addition, black business and political leaders should offer to work with state agencies to plan the implementation of this program.

Tax Reform

The black community and our legislative representatives should vigorously press for revision of the current income tax and property tax and revision of the current property tax abatement programs. The community should initiate analysis and discussion of the impact of these policies on the black community in order to be able to affect the review which has been proposed by Governor Byrne and any future state policy which may develop.

Urban Infrastructure

The State should develop means to assist localities to finance public infrastructure improvements which are required for commercial or industrial development. Many localities lack the resources needed to make basic road, water, sewer and physical improvements needed to support new economic development.

Urban Enterprise Zones

The black community should examine the urban enterprise zone proposal and develop local and State-wide vehicles which would maximize black participation in such development. The black community should enter into dialogue with State and private sector representatives in order to seek ways the enterprise zone concept can be most effectively implemented in New Jersey. This should include a thorough exploration of the potential of proposed local development corporations.

EDUCATION

Federal Policies and Budget Cuts

- The black community should convene a state-wide conference of state, local and community education leaders to prioritize those key areas where we will push for increased State support and discuss alternative means of providing services in other areas.
- State budget decisions should include temporary reduction or provision for local flexibility regarding some mandatory education programs where school districts face severe budget and fiscal constraints.
- Vigorous community lobbying must be encouraged and directed at both state and federal representatives to determine ways to offset the impact of critical funding losses.

EMPLOYMENT

Affirmative Action in State Government

- The Governor should insist that the enforcement powers which exist as part of Executive Order No. 61 be implemented. The Governor's Office has full authority to apply sanctions, such as termination of personnel or withholding of salaries, if the Executive Order is not carried out to the fullest meaning of the law.
- The State Division on Equal Employment Opportunity and Affirmative Action should apply appropriate sanctions to State departments which do not institute and implement affirmative action in their hiring and promotional practices. This activity is most appropriately gauged by the number of Blacks employed at all levels of work in each department.
- Black leaders in New Jersey should convene a forum to engage in dialogue with State Government officials to review the level of minority hiring and retention in government contracts.

Affirmative Action in Local Government Agencies

- The Black community should work for passage of Assembly Bill 1855, the Civil Service Reform Act, which will extend the Division of Equal Employment Opportunity and Affirmative Action's authority to include local political subdivisions.
- The Black community should monitor the recruitment, testing, hiring and promotional practices of municipal governments to ensure the inclusion of Blacks in available positions, particularly in the police and fire departments.

EMPLOYMENT

Casino Industry Employment

- The Black community must ensure that the Casino Control Commission enforces the affirmative action regulations mandated for casinos in New Jersey. These regulations are applicable not only in the casinos' construction workforce but for all job opportunities in the casino industry.

Construction Job Training

- The Black community must demand that the Newark Construction Trades Training Program be refunded.

Proposed Cuts in Federal CETA Program

- The Black community should actively and vigorously oppose the severe cutbacks in the Comprehensive Employment and Training Act programs in light of the disproportionately adverse effect these cuts will have on the Black community.

Private Sector Employment Opportunities

- Black community leaders should initiate discussions with private sector chief executive officers to ascertain and assure their interest in the continuance of viable affirmative action programs.

HEALTH

Consolidation of Block Grant Funds

- The state should not allocate an undue proportion of block grant funds to state administrative costs. The state must pass the dollars down to local agencies with criteria that require minimum level of services. Flexibility should be given to local health directors who effectively provide services at reduced costs and meet state basic minimum service standards. Local leaders should demand that the state be open in its development of processes to distribute funds to localities.

Infant Mortality

- Support and expansion of established programs which address infant mortality should continue to receive support, especially in light of the explosion of teenage pregnancies among young black women. These include: family planning (including termination of pregnancies); maternal and infant care; the Women Infant and Children (WIC) program; and, pre-and-postnatal care.

Primary Care and Shortage of Medical Manpower

- Enactment of legislation authorizing Physician Assistants to practice. New Jersey is, now, the only state where they are not licensed.

HEALTH (continued)

Health Promotion and Disease Prevention

- Develop programs that reduce risk factors that lead to the high rate of mortality indicated by the seven leading causes of death in New Jersey.

Support allocation of funds for cancer screening and hypertension screening programs particularly in urban areas where the incidence of mortality could be significantly reduced through early identification and intervention.

Comprehensive Health Code

- New Jersey needs a comprehensive, statutory health code to clearly define minimum service standards applicable to public agencies and to providers contracting with public health agencies and to specify standard methods of data collection to improve information on health conditions. Development of such a code is especially important given the increase in the State's responsibilities for health care administration under the President's health block grant proposal.

Care for the Aged

- Attention should be given to health problems of the elderly by developing alternatives to institutional care now provided by nursing homes.

Medicaid

- Contracting with HMO or private physician group practices to provide care for the Medicaid recipients should be encouraged to reduce the cost of care.

Emphasis should be directed at getting Medicaid recipients to use less costly types of care (i.e., private physician or health centers instead of hospital emergency rooms or outpatient departments.) By restructuring the fee system so that private physicians and health centers get greater fees as an incentive to serve Medicaid recipients.

Greater use of home health care services and better assessment of the elderly resulting in more appropriate placement in institutional or home care settings.

Mental Health Care

- Improve follow up and support services for mentally handicapped persons discharged from inpatient psychiatric institutions.

HIGHER EDUCATION

Financial Support

- The legislature should increase appropriations for the EOF and TAGC (Tuition Assistance Grant) programs in the FY '82 State budget and in years thereafter.
- The Department of Higher Education and appropriate policy boards concerned with financial assistance should revise funding mechanisms for aid to minority and poor students in graduate and professional education.

HIGHER EDUCATION (continued)

Basic Skills

- The Department of Higher Education should take a more active role in design, development, funding and monitoring of basic skills programs.
- The role of the EOF program should be broadened in terms of basic skills training services delivery.
- The Department of Higher Education should adopt budget policies which act to strengthen basic skills programs at institutions where evaluation of program outcomes shows a need for greater efforts.

Access to Higher Education

- The State should continue to expand programs providing access for blacks to undergraduate, graduate and professional education.
- Institutions in the black community should undertake efforts to encourage greater black enrollment in graduate and professional programs.
- The State and the black community should review the issue of higher education standards to ensure that any policies developed in this area do not unduly concentrate and limit minorities in county colleges as opposed to four year institutions.

MINORITY BUSINESS DEVELOPMENT

We urge that, in addition to responding to the recommendations made by the New Jersey Black Legislators in their 1980 report, the following steps be taken:

Minority Business Participation in State Government Contracts

- The Black community should press for issuance of an Executive Order directing majority businesses, which do business with the State, to work with and utilize the services of MBE sub-contractors, consultants and agents. Such an Executive Order should establish a percentage goal level of minority business participation for any state government contract.
- The black community in conjunction with the State and private sector should convene a task force of majority and minority business firms to develop real minority business development and involvement in urban enterprise zone initiatives and other urban economic activity taking place in New Jersey.

Minority Business Participation in Casino Industry

- The Governor should ensure that the Casino Control Commission enforce affirmative action mandates for minority business involvement in contracting activities. License revocation sanctions should be applied to any casino not in compliance.

MINORITY BUSINESS DEVELOPMENT (continued)

- We applaud the casino industry's signing of a voluntary agreement calling for the award of 15 percent of all contracts for goods and services to minority businesses. We urge the minority business community to continue working closely with the casino industry and the Casino Control Commission to ensure that eligible minority businesses are identified and take advantage of these business opportunities.

Continued Federal Aid for Small Business and Economic Development

- The black community should actively oppose the proposed cuts in the Small Business Administration and the elimination of the Economic Development Authority.

SOCIAL WELFARE

Targeted Program to Promote Reduction in Welfare Dependence

The State should develop a coordinated program to assist welfare mothers to become self-supporting and independent of the welfare system. This program should be particularly but not exclusively targeted to new welfare mothers and those with small families and should provide coordinated job training, educational opportunity, family planning, counseling, child care and other supportive services.

Family Planning Services for Teenagers

Family planning services for teenagers should be made more comprehensive and coordination of agencies should be increased. Private and public groups need to work to make youth aware of their future life choices. Education, job training, family planning, counseling and other services should be coordinated. State support in this area should be increased.

Creative Day Care Funding

In view of possible cuts in day care funding, alternatives are needed to supplement government support of this vital service. Without it many working poor would become totally dependent. Several suggestions follow:

- Increase the availability of home-based or family day care because it is less expensive than group day care.
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- Provide state and federal tax credits to businesses that construct a day care site on their premises or contribute to the upkeep or renovation of a publicly funded day care site.

Contributors

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